

Appendix B: Recommended University-wide Criteria for Tenure

Faculty peers at the department, college, and university levels have the main responsibility for recommendations concerning tenure. Chairs, deans and the Provost are responsible for reviewing all applications for tenure and making separate recommendations. The President shall present recommendations to the ECU Board of Regents, which has the authority for final decisions concerning tenure. Recommendations and decisions shall be based on the evaluation of candidates' performance in the areas of teaching, service, scholarly/creative activities, and ability to work effectively with others inside and outside the university in professionally-related activities, with a recognition that at ECU effective teaching is emphasized.

Departments shall be required to identify and defend criteria for tenure. These criteria shall reflect the broad criteria established for the university and shall reflect good practice in the discipline, as well as practices at comparable regional comprehensive universities. The departmental criteria shall be reviewed for approval by the college dean and by college and university promotion and tenure committees, and recommendations shall be presented to the Provost and President for approval. A systematic review and approval of departmental criteria shall be conducted a minimum of every five years. Throughout the decision making process, faculty and administrators shall recognize the primacy of departmental recommendations.

The criteria that follow are broad criteria for use university-wide. Within these guidelines, departments shall determine specific criteria, which as approved, shall be used in evaluation of candidates for tenure. The following criteria apply to recommendations and decisions concerning tenure. Other criteria may apply to decisions concerning promotion.

1. Terminal Degree, as defined by the candidate's department
2. Probationary Period of 6 Years, unless otherwise specified in writing at the time of initial appointment to a tenure-track position
- ~~3. A Record of Working Effectively with Students and Colleagues in Professionally-related Activities~~
3. Performance in the Areas of Teaching, Service, and Scholarly/Creative Activities that Meets Established Departmental Criteria

Teaching	Service	Scholarly/Creative Activities
<p>A Continuing Record of Successful Teaching</p> <p>(demonstrated, for example, through student opinion of instruction, peer observations/evaluations, course outlines, assignments, students' work, views of alumni, and other evidence required by the department)</p>	<p>Evidence of Effective, Professionally-related Service</p> <p>(demonstrated, for example, by service in the department, college, or university; service in the profession; and, as appropriate, professionally-related service in the community)</p>	<p>Evidence of Scholarly/Creative Activities Relevant to the Faculty Member's Appointment</p> <p>(demonstrated, for example, through an active program of research, participation in professional development to enhance scholarly/creative activities, creative products or performance, publications, presentations, exhibitions, grant proposals/awards, professionally-related innovations, and other forms of scholarship of discovery, interpretation, application, or pedagogy)</p>